Dean O'Brien

CC: Erica Wonnacott

b.c.c. Pat Whitney

Staff Changes

Arnold McKinney

10/17/74

In an attempt to curtail some of the agony and wasted energy that generally accompanies staff changes at Middlebury, I would like to propose that the following items be offered for discussion by the relevant members of your and/or the President's staff.

1. Assistant Dean of Students/Director of Student Activities: Pat has made it extremely clear that she does not plan to continue in her present position next year due to her dissatisfaction with the majority of her time being spent on Student Activities. Under the circumstances, I think we should either be looking for a replacement or changing the job description.

2. Director of Records: I realize that the high level decisions that are necessary to bring this job into being have not been made at this time, but if the College is planning to offer this position to Pat it would seem to be only logical and thoughtful to inform Pat, directly, that this is a possibility.

3. Assistant Director of Admissions: My memo to Fred Neuberger (10/17/74) speaks to this matter in more detail. The substance of the issue is that a Black person should be hired to direct the recruitment of Black and other minority group students. If this does not happen there are staffing implications that involve this office.

4. Director of 2-1-1 Program: Although I strongly disagree with Erica's desire to have this person come from an academic department, it is a disagreement we both can live with. The present method of operation of the program is unsatisfactory. I intend to make this extremely clear to both the faculty and the President. If the decision is made not to hire a qualified person to operate the 2-1-1 to implement the necessary changes to guarantee some permanence and stability to the program, I will recommend to the College that we discontinue all efforts to recruit minority group students.

All of these issues should be discussed before the year progresses much more, if the College intends to be able to choose between viable options instead of being backed into a corner because of wasted time.

Arnold McKinney
Assistant Dean of Students